

Assessing your Leadership Presence

Your *Leadership Presence* is a delicate balance of understanding others' perceptions, communicating so they can best hear you, and staying true to yourself. Factors to consider include:

- Credibility** (content expertise / presentation of your knowledge)
 - Reliability** (delivering the message in the same way / consistent manner over time)
 - Authenticity** (being able to open up), and
 - Self-Orientation** (your motives)
-

Step 1: Identify at least three (3) trusted people you work with to provide feedback on your *leadership presence*. It's best to meet in person. Ask the following questions:

1. What is the general perception of me as a leader?
2. What could I do differently that would have the greatest impact on my success?

Step 2: Consider the feedback you received. Reflect on the things you do each day to create your *leadership presence*. Answer the following questions:

1. How do you see yourself?
2. How do others see you?
3. How do you want others to see you (*are #'s 1 and 2 aligned?)?
4. What are your top presence strengths?
5. What are your top presence challenges?

Step 3: Now that you have reflected upon your personal *leadership presence*:

1. Any surprises? Shifts from 12-18 months ago?
2. What do you plan to do about perceived gaps (*how you see yourself versus how others see you)?
3. How might you address your challenges?
4. Can you make up for your challenges by playing up your strengths?
5. Consider an action plan, if needed.